ELTINGVILLE VETERINARY PRACTICE

Eltingville Veterinary Practice
www.Eltingvillevet.org
4353 Hylan Blvd.
Staten Island, NY 10312
(718) 208-4118

Muriel Richards
115 Mills Avenue
2nd floor
Staten Island, NY 10305

Client ID: 95
Invoice #: 443
Date: 11/5/2014

Patient ID: 309
Patient Name: Glenda
Species: Feline
Breed: Domestic Shorthair
Weight: 2.90 pounds
Birthday: 08/05/2014
Sex: Female

	Description	Staff Name	Quantity	Total
11/5/2014	OV-Puppy/Kitten	Danielle Pugliese, DVM	1.00	$42.00
	Antech FeLV/FIV Elisa		1.00	$63.50
	Revoultion Pup/Kit		1.00	$16.00
	Capstar Tablet 11.4mg		1.00	$7.50
	Nemex 2 Suspension (Pyrantel Pamoate)		1.00	$12.50
	Nail Trim Courtesy		1.00	$0.00

Patient Subtotal:	**$141.50**
Invoice Total:	**$141.50**
Courtesy Discount:	($12.50)
Total:	$129.00
Balance Due:	$129.00
Previous Balance:	$0.00
Balance Due:	$129.00
Cash :	($140.00)
Less Payment:	($140.00)
Change Given:	$11.00
Balance Due:	**$0.00**

Scheduled Appointments:
Appt. for Wiggles on 11/7/2014 at 09:00 am.

Our doctors and staff thank you for choosing our Hospital. We appreciate your business and enjoy providing care for your pets. Thank You.

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Muriel Richards
115 Mills Avenue
2nd floor
Staten Island, NY 10305

Client ID: 95
Invoice #: 499
Date: 11/17/2014

Patient ID: 331
Patient Name: Greyfriar
Species: Feline
Breed: Domestic Shorthair
Weight: 8.70 pounds
Birthday: 11/15/2006
Sex: Male

	Description	Staff Name	Quantity	Total
11/15/2014	OV-Initial Consultation/Exam	Danielle Pugliese, DVM	1.00	$57.00
	Radiograph- Initial View		1.00	$100.00
	Comprehensive CBC Laboratory Test		1.00	$45.00
	Catalyst Chemistry 10		1.00	$65.00
	Antech FeLV/FIV Elisa		1.00	$63.50
11/17/2014	Cremation		1.00	$40.00

Patient Subtotal:	**$370.50**
Invoice Total:	**$370.50**
50% Discount :	($133.50)
20% Discount :	($12.70)
Total:	$224.30
Invoice Balance Due:	$224.30
Cash :	($120.00)
Less Payment:	($120.00)
Invoice Balance Due:	**$104.30**
Balance Due:	**$705.98**

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Staten Island, NY 10312
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Muriel Richards
115 Mills Avenue
2nd floor
Staten Island, NY 10305

Client ID: 95
Invoice #: 526
Date: 11/21/2014

Patient ID: 131
Patient Name: Wiggles
Species: Feline
Breed: Domestic Shorthair
Weight: 4.00 pounds
Birthday: 06/27/2014
Sex: Male

	Description	Staff Name	Quantity	Total
11/17/2014	OV-Consultation/Exam	Danielle Pugliese, DVM	1.00	$57.00
	Comprehensive CBC Laboratory Test		1.00	$45.00
	Idexx Chem 17		1.00	$95.00
	Antech FIP 7b ELISA		1.00	$124.60
	Fluids IV Setup		1.00	$125.00
	Esophagostomy Tube Placement		1.00	$250.00
	Cerenia Injection		1.00	$30.00
	Antibiotic Injection		1.00	$35.00
	Hospitalization ICU		1.00	$185.00
	Died in Hospital		1.00	$0.00
	Communial Cremation 0-5lbs		1.00	$30.00
			Patient Subtotal:	**$976.60**

Patient ID: 331
Patient Name: Greyfriar
Species: Feline
Breed: Domestic Shorthair
Weight: 8.70 pounds
Birthday: 11/15/2006
Sex: Male

	Description	Staff Name	Quantity	Total
11/17/2014	Euthanasia Services	Danielle Pugliese, DVM	1.00	$0.00
			Patient Subtotal:	**$0.00**

Invoice Total:	**$976.60**
50% Discount :	($350.00)
20% Discount :	($24.92)
Total:	$601.68
Invoice Balance Due:	**$601.68**

Balance Due:	**$705.98**

Our doctors and staff thank you for choosing our Hospital. We appreciate your business and enjoy providing care for your pets. Thank You.

11/28/2014

Eltingville Veterinary Practice
www.Eltingvillevet.org
4353 Hylan Blvd.
Staten Island, NY 10312
(718) 208-4118

Payment On Account

Muriel Richards
115 Mills Avenue
2nd floor
Staten Island,NY 10305

Client ID: 95

Previous Balance:	$705.98
Cash, :	($400.00)
Subtotal:	$305.98
Change Given:	
Balance Due:	$305.98

Thank You!

Current	30 Days	60 Days	90 Days
$305.98	$0.00	$0.00	$0.00

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
New York District Office

33 Whitehall Street, 5th Floor
New York, NY 10004-2112
For General Information: (800) 669-4000
TTY: (800)-669-6820
District Office: (212) 336-3620
General FAX: (212) 336-3625

Muriel V. Richards
115 Mills Avenue
2nd Floor
Staten Island, NY 10305

Re: EEOC Charge No. 520-2013-00902
Muriel Richards v. New York Public Library

Dear Ms. Richards,

The Equal Employment Opportunity Commission (hereinafter referred to as the "Commission") has reviewed the above-referenced charge according to our charge prioritization procedures. These procedures, which are based on a reallocation of the Commission's staff resources, apply to all open charges in our inventory and call for us to focus our limited resources on those cases that are most likely to result in findings of violations of the laws we enforce.

In accordance with these procedures, we have examined your charge based upon the information and evidence you submitted.

Respondent's position statement has been previously shared with you. Your rebuttal to this position statement has been received and analyzed. Based upon this analysis the Commission is unable to conclude that the information establishes a violation of Federal law on the part of Respondent. This does not certify that Respondent is in compliance with the statutes. No finding is made as to any other issue that might be construed as having been raised by this charge.

The Commission's processing of this charge has been concluded. Included with this letter is your Notice of Dismissal and Right to Sue. Following this dismissal, you may only pursue this matter by filing suit against the Respondent named in the charge within 90 days of receipt of said notice. Otherwise, your right to sue will be lost.

Please contact Paul Young at (212) 336-3783 if you have any questions.

Sincerely,

_______________ for
Kevin J. Berry
District Director

9/16/2014
Date

EEOC Form 161 (11/09)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **Muriel V. Richards**
115 Mills Avenue
2nd Floor
Staten Island, NY 10305

From: **New York District Office**
33 Whitehall Street
5th Floor
New York, NY 10004

☐ *On behalf of person(s) aggrieved whose identity is CONFIDENTIAL (29 CFR §1601.7(a))*

EEOC Charge No.	EEOC Representative	Telephone No.
520-2013-00902	**Paul Young, Investigator**	**(212) 336-3783**

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

☐ The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.

☐ Your allegations did not involve a disability as defined by the Americans With Disabilities Act.

☐ The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.

☐ Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge

[X] The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.

☐ The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.

☐ Other *(briefly state)*

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission

Enclosures(s)

Kevin J. Berry,
District Director

SEP 16 2014
(Date Mailed)

cc:
Director
Human Resources
NEW YORK PUBLIC LIBRARY
188 Madison Avenue
New York, NY 10016

Enclosure with EEOC
Form 161 (11/09)

INFORMATION RELATED TO FILING SUIT UNDER THE LAWS ENFORCED BY THE EEOC

(This information relates to filing suit in Federal or State court under Federal law. If you also plan to sue claiming violations of State law, please be aware that time limits and other provisions of State law may be shorter or more limited than those described below.)

PRIVATE SUIT RIGHTS -- Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Genetic Information Nondiscrimination Act (GINA), or the Age Discrimination in Employment Act (ADEA):

In order to pursue this matter further, you must file a lawsuit against the respondent(s) named in the charge **within 90 days of the date you *receive* this Notice**. Therefore, you should **keep a record of this date**. Once this 90-day period is over, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and its envelope, and tell him or her the date you received it. Furthermore, in order to avoid any question that you did not act in a timely manner, it is prudent that your suit be filed **within 90 days of the date this Notice was *mailed* to you** (as indicated where the Notice is signed) or the date of the postmark, if later.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. (Usually, the appropriate State court is the general civil trial court.) Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. Filing this Notice is not enough. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Your suit may include any matter alleged in the charge or, to the extent permitted by court decisions, matters like or related to the matters alleged in the charge. Generally, suits are brought in the State where the alleged unlawful practice occurred, but in some cases can be brought where relevant employment records are kept, where the employment would have been, or where the respondent has its main office. If you have simple questions, you usually can get answers from the office of the clerk of the court where you are bringing suit, but do not expect that office to write your complaint or make legal strategy decisions for you.

PRIVATE SUIT RIGHTS -- Equal Pay Act (EPA):

EPA suits must be filed in court within 2 years (3 years for willful violations) of the alleged EPA underpayment: back pay due for violations that occurred **more than 2 years (3 years) before you file suit** may not be collectible. For example, if you were underpaid under the EPA for work performed from 7/1/08 to 12/1/08, you should file suit before 7/1/10 – *not* 12/1/10 -- in order to recover unpaid wages due for July 2008. This time limit for filing an EPA suit is separate from the 90-day filing period under Title VII, the ADA, GINA or the ADEA referred to above. Therefore, if you also plan to sue under Title VII, the ADA, GINA or the ADEA, in addition to suing on the EPA claim, suit must be filed within 90 days of this Notice and within the 2- or 3-year EPA back pay recovery period.

ATTORNEY REPRESENTATION -- Title VII, the ADA or GINA:

If you cannot afford or have been unable to obtain a lawyer to represent you, the U.S. District Court having jurisdiction in your case may, in limited circumstances, assist you in obtaining a lawyer. Requests for such assistance must be made to the U.S. District Court in the form and manner it requires (you should be prepared to explain in detail your efforts to retain an attorney). Requests should be made well before the end of the 90-day period mentioned above, because such requests do not relieve you of the requirement to bring suit within 90 days.

ATTORNEY REFERRAL AND EEOC ASSISTANCE -- All Statutes:

You may contact the EEOC representative shown on your Notice if you need help in finding a lawyer or if you have any questions about your legal rights, including advice on which U.S. District Court can hear your case. If you need to inspect or obtain a copy of information in EEOC's file on the charge, please request it promptly in writing and provide your charge number (as shown on your Notice). While EEOC destroys charge files after a certain time, all charge files are kept for at least 6 months after our last action on the case. Therefore, if you file suit and want to review the charge file, **please make your review request within 6 months of this Notice**. (Before filing suit, any request should be made within the next 90 days.)

IF YOU FILE SUIT, PLEASE SEND A COPY OF YOUR COURT COMPLAINT TO THIS OFFICE.

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
New York District Office
33 Whitehall Street, 5th Fl
New York, N.Y. 10004

OFFICIAL BUSINESS
PENALTY FOR PRIVATE USE, $300

UNITED STATES POSTAGE
PITNEY BOWES
02 1P $ 000.48⁰
0000806097 SEP 17 2014
MAILED FROM ZIP CODE 10004

Muriel V. Richards
115 Mills Avenue
2nd Floor
Staten Island, NY 10305

10305$4523 C016

Gmail

Muriel Richards <murielcourtney09@gmail.com>

My EEOC Charge
14 messages

Muriel Richards <murielcourtney09@gmail.com>
To: JOHN DOUGLASS <john.douglass@eeoc.gov>

Fri, Aug 16, 2013 at 5:33 PM

EEOC Charge No. 520-2013-00902
Richards v New York Public Library
Statement of Charging Party

My name is Muriel Richards. I am over forty years of age and suffer from impairments that substantially limit one or more of my major life activities. I believe that I have been discriminated against based on my age and disabilities by my employer, The New York Public Library (herein"Respondent"and, alternatively, "NYPL"). I have been working for Respondent in a part time position since March 03, 2008. I perform my job well. I have applied for dozens and dozens of full time positions in a variety of titles with Respondent, and was constantly denied these positions. On at least several occasions, a full time position was filled at my workplace in my title. Younger, less qualified entities were chosen for these positions. To my knowledge, these employees do not suffer from any disabilities.

Respondent has provided some reasonable accommodations to me based on my disabilities including large key-keyboards, a glare guard, some enlargement of computer fonts, granting some time-off requests to attend medical appointments as well as brief additional breaks as medically necessary (and a few other forms of reasonable accommodation described below). I have made several requests for reasonable accommodations for a piece of magnification equipment that could assist me in performing my job. Respondent provided me with equipment that was already at the library and not of sufficient strength. Respondent eventually provided me with the proper magnification equipment. I also made a request for a slightly more flexible schedule in arriving to work which was not responded to properly.

Continued...

Page 02 of 05/Richards v. NYPL/08/16/13

I have placed requests for the enlargement and erstwhile enhancement of the fonts, cursors and other screen items on the computers contained at my present NYPL Branch following a recent computer upgrade as well as the repair of two non-functioning light fixtures in said branch. As of the date of this document, I have not received the immediately aforementioned reasonable accommodation as I requested. On July 29, 2013, I received written notification from Respondent that I was slated to be transferred to the NYPL Richmondtown Branch effective August 05, 2013. I replied to Respondent, citing the safety issues inherent with my being coerced to travel to an NYPL Branch (specifically, Richmondtown) that necessitates one to cross a very wide intersection and ambulate in the road where there is no sidewalk in existence for a segment of said walkway. I had previously requested (on May 28, 2013) and received reasonable accommodation (on July 10, 2013) from the NYPL in regard to the rescinding of my transfer (also initiated by the NYPL) to work at a branch in a high-crime area (Stapleton Branch). (The NYPL currently has twelve branches on Staten Island, with security guards assigned to four of the twelve branches, where, presumably, the NYPL perceives a heightened security risk at said four branches.) My request in regard to the transfer to the Stapleton Branch was, as I explained to the Respondent, predicated in large measure upon the fact that my being legally blind renders me less aware than a fully sighted entity concerning the approaching of an attacker(s). On July 30, 2013, the Respondent requested clarification regarding my request not to be transferred to the Richmondtown Branch,